

AOA White House Conference on Aging: AOA Solutions Forum

Solution Submission:
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The Workplace of the Future

Problem: If an increased number of older people remain in the work force, accommodations and modifications will be needed in order to benefit from their skills and expertise, while maintaining an accessible, safe, conducive work environment.

Solution: Reasonable accommodations may include:

1. Adjusted productivity goals to allow enough time for accuracy and quality.
2. Adjusted schedules allowing for part-time employment and breaks, as needed.
3. Sensory enhancement, including best optical correction for the employment task, low vision devices when needed, and hearing aids when needed.
4. Awareness of the potential for rehabilitation when sensory and/or physical disabilities are present.
5. Modification of technology (e.g. computer access) to enhance visibility, manipulation, and ergonomics.
6. Vocational rehabilitation agencies should be sensitive to issues related to seniors who hope to remain in the work force.